

Fiscal Year 2009 Classification and Pay Plans

June 2008

The pay plan code, not the bargaining unit code, must be used to determine the proper pay plan for a class. All job classes in the classification plan are arranged in two separate listings: first, alphabetically by class title, and then in class code number order. The classification plan includes the following information for each job class: EEO 4 category, occupational code, overtime eligibility, bargaining unit and status, pay plan code, pay grade, class code and class title. These are discussed in more detail below and on the reverse side.

EEO 4 Category (EEO):

This code identifies the Equal Employment Opportunity occupational category to which that job class is assigned.

01	Official/Administrator	03	Technician	05	Protective Service (non-sworn)	07	Skilled Craft
02	Professional	04	Protective Service (sworn)	06	Administrative Support	08	Service/Maintenance

Occupational Code (OC):

An occupational code is a numeric code assigned to further subdivide EEO 4 categories obtained from the "Census 2000 EEO Tabulation." They are used to obtain labor force availability information for jobs found in the State's work force (<http://www.census.gov/hhes/www/eeoindex/statelocal.pdf>).

Overtime Eligibility (OT):

Classes NOT eligible for overtime compensation are coded "0." Classes coded "1" are eligible for straight (hour for hour) overtime compensation. Classes eligible for premium overtime compensation (one and one-half time rate) are coded "2."

Bargaining Unit and Status (UNIT):

Unit

001	Clerical (AFSCME)	006	Security (AFSCME)
002	Technical (AFSCME)	007	Public Safety (SPOC)
003	Blue Collar (AFSCME)	008	Engineering (UNORGANIZED)
004	Fiscal & Staff (field status 104) (AFSCME)	009	Science (UE/IUP)
005	Social Services (UE/IUP)	010	Education (UNORGANIZED)
		011	Patient Care (AFSCME)

Status

012	Patient Treatment (UNORGANIZED)	E	Exempt from collective bargaining
015	Social Services (IMW classes) (UE/IUP)	N	Covered by a collective bargaining agreement
021	Justice (EXEMPT)	S	Supervisory (and exempt from collective bargaining)
024	Department Directors/Appointed Non-Elected Officials (STATUTORY)	U	Eligible for collective bargaining, but currently not organized

Pay Plan Code (PLN):

000	Noncontract	014	Security/Community Corrections	017	Public Safety (Park Rangers)
014	Clerical	007	Public Safety	024	Department Directors/Appointed
014	Technical	009	Science/Social Services		Non-Elected Officials
014	Blue Collar			025	Lottery Key Executive
014	Fiscal & Staff				

Pay Grade (PG):

Each job class is assigned a pay grade number. Classes with an elongated pay range are identified with a minus number in parenthesis [e.g., 26 (-4)]. This means the class starts at the equivalent of the minimum of pay grade 22. Pay grades with a plus sign and percentage sign have advanced starting rates (e.g., 26 + 13.5%. In this example, the class starts at 13.5% above the minimum of the range].

Class Code (CODE): Five digit identification number for a job class.

Class Code (50,000):	Positions in these class codes are treated differently for overtime purposes than others in the same classification. Refer to the OT code in the Classification Plan.
Class Code (60,000):	Class is covered by the Conservation Officer retirement system.
Class Code (70,000):	Incumbents (specific employees in a class) are covered by the protection occupation retirement system. As employees vacate a class, it will be deleted.
Class Code (80,000):	Class is covered by the protection occupation retirement system.
Class Code (90,000):	Class is exempt from collective bargaining.

Explanation of Symbols and Abbreviations:

PD	positions are paid on a per diem basis.
ST	positions are paid a salary specified by statute.
MIL RANK	positions are paid a salary based on the incumbent's military rank.